

JOB OBJECTIVE #1: Safety program management

Execute the full range of human resources (including performance management as outlined in DoD 1400.25-M, SC1940.5.7.4.) and fiscal responsibilities within established timelines and in accordance with applicable regulations. Adhere to merit principles. Develop a vision for the work unit; align performance expectations with organizational goals. Maintain a safe work environment and promptly address allegations of noncompliance. Ensure EEO/EO principles are adhered to throughout the organization. Ensure continuing application of, and compliance with, applicable laws, regulations and policies governing prohibited personnel practices; promptly address allegations of prohibited discrimination, harassment, and retaliation. (30%)

Contributing Factors:

- a. Leadership
- b. Communication

IMCOM Strategic plan link (s)

- a. Goal 1 objective 1.1
- b. Goal 1 objective 1.2

JOB OBJECTIVE #2: Oversee Safety and Occupational Health (S&OH) programs

Advise installation commander on Safety and Occupational Health (S&OH). Coordinate with garrison representatives of the USAG-V community on S&OH matters. Based on past and current accident trends, provide input for the development of countermeasures or recommendations for changes in Standard Operating Procedures, policies, and procedures to customers for consideration in policy planning. Provide technical support and oversight for Composite Risk Management. Respond to 90% of customer requests for Safety support within 48 hours. Provide leadership, managerial oversight and direction as the Safety Manager. Use Common Levels of Support (CLS) V3.0 Service Area #95 to deploy S&OH resources. Ensure that S&OH metrics contained in the Installation Status Report (ISR) Services are measured and input provided to ACSIM annually on or before the established suspense date. Provide specific S&OH guidance and direction to the USAG-V community. Establish and maintain accident logs to ensure all military and DAC accidents involving USAG-V personnel are reported and tracked. Represent the installation at S&OH meetings at higher headquarters and other installations. Participate in problem-solving conferences and seminars with other experts in S&OH management annually. (40%)

Contributing Factors:

Cooperation/Teamwork
Communication
Leadership

IMCOM Strategic plan link (s)

- a. Goal 2 objective 2.5
- b. Goal 3 objective 3.4

JOB OBJECTIVE #3: Occupational Safety and Health Administration (OSHA) and Army Safety compliance.

Provide comprehensive Safety and Occupational Health management to ensure OSHA violations are identified, recorded, and abated IAW OSHA and AR 385-10. Ensure promotion of safety/health in the workplace through awareness and conformity with safety rules and regulations to include Occupational Safety and Health guidelines. Assist management in the effort to reduce mishaps by 5 percent per year with ultimate goal being zero mishaps. Exhibit safe and responsible behavior in the workplace taking positive action to report or eliminate potential hazards. Complies with requirements to use and wear Personal Protective Equipment (PPE) for protection and control of identified hazards. One failure to report unsafe acts or conditions or comply with safety rules and regulations during rating period is allowed. (30%)

Contributing Factors:

Cooperation/Teamwork

Communication

Leadership

IMCOM Strategic plan link

a. Goal 2 objective 2.5